

PERSONNEL POLICY BOARD

July 5, 2007

MEETING

Meeting was held Thursday, July 5, 2007, Commissioners Hearing Room, County-City Building, Lincoln, Nebraska.

Members present: Jerry Sellentin, Kathleen Neary, Doug McDaniel, Jim Haszard. Members absent: Sue Dedick, Georgia Glass. Personnel Department resource staff attending: Karen Eurich.

The meeting was opened at 1:30 p.m. by Chair Jim Haszard.

It was moved by Jerry Sellentin and seconded by Doug McDaniel to approve the minutes of the May 3, 2007 meeting. Motion carried.

Agenda Item 1 was the request to change the pay grade for the classification 9545 Computer & GIS Records Assistant II from C18 to C19. Don Taute of the Personnel Department explained this classification works in the County Assessor/Register of Deeds office. Recently, there were new examples of work added to the classification regarding the department's computer system and programs. Therefore, based on the complexity of the duties, a change in pay grade is requested. Following discussion, it was moved by Jerry Sellentin and seconded by Kathleen Neary to approve the pay grade change as requested. Motion unanimously carried by roll call vote.

Agenda Item 2 was the request to amend Rule 17.18 of the Personnel Rules – Longevity. Jeanne Sayers, representing the Employees Advisory Team (EAT) explained this request was for an increase in longevity amounts. Last year, EAT proposed to double the longevity payment amounts and this year, they are renewing their request and asking for approximately a 25% increase in longevity pay. Don Taute of the Personnel Department addressed the Board and advised them of the budgetary impact to the County and also informed the Board that longevity is not a prevalent practice in the comparison of wages and benefits with the counties used for comparison.

Agenda Item 3 was the request to amend Rule 19.2 of the Personnel Rules – Vacation Leave. Jeanne Sayers, representing the Employee Advisory Team, informed the Board this request was for an increase in the accumulation of vacation with additional options of allowing employees to use all of their vacation until depleted upon separation. She informed the Board that there are six different options being presented to them in regards to these requested changes. Don Taute of the Personnel Department advised the Board of the budgetary impact to the County for this request.

Agenda Item 4 was the request to amend Rule 19.3 of the Personnel Rules – Sick Leave. Jeanne Sayers, representing the Employee Advisory Team, explained this was a request for an increase in the payout of sick leave upon separation, an increase to the maximum accumulation of sick leave, and a request to create a sick leave incentive program. Don Taute of the Personnel Department advised the Board of Personnel's concerns regarding the proposals and the budgetary impact to the County.

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Agenda Item 5 was the request to amend Rule 19.11 of the Personnel Rules – Funeral Leave. Jeanne Sayers, representing the Employee Advisory Team, informed the Board this request was to move all family members considered secondary into the same paragraph as family members considered primary to receive twenty-four hours of funeral leave instead of the current sixteen hours of funeral leave. The request also asks to delete the requirement to attend the funeral and allow usage of funeral leave time for bereavement. There was also a request to increase the amount of funeral leave time for part-time employees and to allow employees funeral leave time off to be non-consecutive. Don Taute of the Personnel Department advised the Board that bereavement leave is not a prevalent practice and current funeral leave amounts are comparable to the other counties that are used for Lancaster County negotiations. Following discussion, it was moved by Jerry Sellentin and seconded by Doug McDaniel to deny Agenda Items 2, 3, 4, and 5 as presented. Motion unanimously carried by roll call vote.

There being no further business, the meeting adjourned at 3:00 p.m.

The next regular scheduled meeting is tentatively set for Thursday, August 2, 2007.

Karen Eurich
Personnel Operations Specialist

pc: Norm Agena
Jeanne Sayers

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